

Our team is highly skilled, passionate about our community, and we care. Let's grow together.

Director of Engineering Services

What You Will Get To Do

The successful candidate will have a positive impact on our corporate culture by demonstrating the Town's CARE core values (Collaborative, Accountable, Respectful, Engaged) through daily interactions with individuals at all levels of the organization, external contacts and elected officials.

By effectively building positive rapport and relationships both internally and externally, the successful candidate will help us achieve our mission that together we deliver services that make a difference in our community.

As our Director of Engineering Services, you will have the opportunity to foster a culture focused on collaboration, accountability, respect and engagement with strong emotional intelligence and communication skills. In addition, the Director holds staff and themselves accountable for the Core Values, the Employee Code of Conduct and the Respect in the Workplace policy.

Reporting to the Commissioner of Public Works, in this role you will provide strategic leadership, political acumen, direction and expertise for the organization in ensuring all engineering road and related public infrastructure works are designed and built in a safe and efficient manner. The overall scope and accountabilities for this position is under review. Nonetheless, the successful candidate will be responsible and accountable for the overall direction and management of the Capital and Development Engineering Teams and Programs, and fostering a collaborating and rewarding work environment while managing a high volume of competing activities.

As our Director of Engineering, your duties will include:

- provide leadership, guidance and support for all staff in the division;
- oversee the preparation and administration of all operating and capital budgets within the portfolio;
- lead negotiation and determination of Town cost-sharing related to infrastructure upgrades through development applications such as input to relevant sections of the Development Charge By-Law, Engineering Fees Development Application designs and construction;
- provide direction of the capital works engineering design program for all road-related municipal infrastructure including expertise for all external consulting engineering studies;
- oversee the management of the capital construction programs including construction of new, replacement and significant maintenance work for asset categories such as roads, bridges and culverts;
- oversee development engineering including providing direction in the detailed engineering review, approvals on all applications as well as subdivision and drainage submissions;
- provide leadership and direction for all Town water resource and stormwater management programs including strategic communication with external consultants, engineering design and technical expertise as well as assisting in the development of applicable software program(s);

- supervise and support the recruitment, training, development, attendance, performance and goals of staff;
- oversee the development and maintenance of all policies and procedures for the division;
- develop short and long term strategies and/or delivery plans for all related systems to ensure long term efficient operation while minimizing service interruptions and maintaining community engagement;
- be responsible for project implementation, project management and managing project teams;
- prepare and make recommendations on the prioritization of capital needs;
- investigate opportunities for external capital program funding sources, oversee the preparation of external funding and grant applications and negotiate funding partnerships for projects with other agencies;
- responding and/or reporting to Council on various complex matters;
- represent the Town at public meetings and/or legal proceedings; and,
- perform other job-related duties and responsibilities as assigned.

Who You Are

You are a strong leader who inspires and guides individuals and teams and holds both yourself and them accountable for results. You encourage high performance through empowerment. You are a collaborative problem solver that has experience negotiating between competing priorities and ensuring the perspectives of stakeholders are considered. You use your knowledge and experience in the field coupled with strong interpersonal and communication skills to guide staff and stakeholders. You evaluate situations, recognize potential solutions and potential issues, and make decisions based on the consideration of multiple variables and points of view.

What You Bring To Our Team

As the successful applicant, you must possess:

- a post-secondary degree in Civil Engineering or a related discipline;
- valid Professional Engineer (P.Eng) designation;
- a minimum of ten (10) years of progressively responsible work experience within an engineering and/or related field;
- a minimum of five (5) years of progressive management experience at a senior level in a municipal or public sector, with experience managing in a unionized environment preferred;
- strong financial management and budgeting skills;
- excellent project management skills, with the ability establish sound timelines and deliverables to meet the needs of the community and effected stakeholders;
- extensive experience and skill in preparing reports and/or technical documents;
- a demonstrated ability to effectively deliver presentations and information to elected officials, the public and staff;
- experience with monitoring trends and interpreting technical information to various parties within a rapidly changing environment;
- thorough understanding of OHSA and other relevant workplace legislation;
- proficiency in use of computer applications including MS Office Suite and various engineering software(s);
- a valid Class "G" Driver's Licence maintained in good standing.

What We Offer You

- Salary - under review
- a comprehensive benefits and pension program to ensure that your total compensation package addresses both your work and life needs.

We are an Equal Opportunity Employer

At the Town of Whitby, our values guide everything that we do. We celebrate our differences, which is why we are committed to building an inclusive and barrier-free environment for our team. If you need a specific accommodation during the recruitment process, please let us know, and we will be happy to provide. Any information received relating to accommodation will be addressed confidentially.

Acknowledgement will only be forwarded to those applicants who are invited for an interview.

Personal information provided is collected under the authority of The Municipal Act, 2001 and the Municipal Freedom of Information and Protection of Privacy Act.

Posting Date: Friday, January 15, 2021

Hours: Monday to Friday, 8:30 a.m. to 4:30 p.m., plus additional hours as required.

Application Deadline: Sunday, February 14, 2021

Application Instructions: To be considered for this exciting opportunity, please apply through the Town of Whitby website; [Current Opportunities](#).

Please quote reference number: 21-M003-ENG.

The selection process may include assessment methods to further determine a candidate's knowledge and skills for the position.